No. 90-1205 and No. 90-6588

JUL 1 1991

In The

Supreme Court of the United States

October Term, 1990

UNITED STATES OF AMERICA,

Petitioner,

v.

RAY MABUS, et al.,

Respondents.

MRS. JAKE B. AYERS, SR. et al.,

Petitioners,

v.

RAY MABUS, et al.,

Respondents.

On Writ Of Certiorari To The United States Court Of Appeals For The Fifth Circuit

AMICUS BRIEF OF THE STATE OF TENNESSEE IN SUPPORT OF UNITED STATES

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QUESTION PRESENTED

What is the scope of the duty under the Fourteenth Amendment to the United States Constitution of a state which formerly operated a de jure segregated system of higher education?

TABLE OF CONTENTS

Page

INTEREST OF AMICUS STATE 1

STATEMENT OF THE CASE 2

SUMMARY OF ARGUMENT 2

ARGUMENT 3

I. THE SCOPE OF THE DUTY UNDER THE FOURTEENTH AMENDMENT TO THE UNITED STATES CONSTITUTION OF A STATE WHICH OPERATED A DE JURE SEGREGATED SYSTEM OF HIGHER EDUCATION INCLUDES ELIMINATING THE PRESENT EFFECTS OF PAST SEGREGATION 3

II. THE SCOPE OF A STATE'S REMEDIAL DUTY IS DETERMINED BY THE SCOPE OF THE STATE'S CONSTITUTIONAL VIOLATION 7

CONCLUSION 13

TABLE OF AUTHORITIES

Page

CASES CITED

Alabama State Teacher Association v. Alabama Public School and College Authority, 289 F.Supp. 784 (M.D. Ala. 1968), *aff'd per curiam*, 393 U.S. 400 (1969) 8

Ayers v. Allain, 914 F.2d 676 (5th Cir. 1990)..... 6

Bazemore v. Friday, 751 F.2d 662 (4th Cir. 1984) 7

Bazemore v. Friday, 478 U.S. 385 (1986) 3, 6, 7

Board of Education of Oklahoma City Public Schools v. Dowell, 111 S.Ct. 630 (1991)..... 12

Brown v. Board of Education, 347 U.S. 483 (1954) 5, 6, 10

Brown v. Board of Education, 349 U.S. 294 (1955) 4, 5

Geier v. Alexander, 801 F.2d 799 (6th Cir. 1986)..2, 6, 9, 11

Geier v. Blanton, 427 F.Supp. 644 (M.D. Tenn. 1977) 10

Geier v. University of Tennessee, 597 F.2d 1056 (6th Cir. 1979) 2, 8, 9, 10, 11

Green v. County School Board, 391 U.S. 430 (1968) ...3, 4

Johnson v. Transportation Agency, Santa Clara County, CA, 480 U.S. 616 (1987)..... 12

Louisiana v. United States, 380 U.S. 145 (1965).... 3, 4, 6

Pasadena City Board of Education v. Spangler, 427 U.S. 424 (1976) 8, 12

Plessy v. Ferguson, 163 U.S. 537 (1896).....5, 10

TABLE OF AUTHORITIES – Continued

Page

Sanders v. Ellington, 288 F.Supp. 937 (M.D. Tenn. 1968) 9, 10

Swann v. Charlotte-Mecklenburg Board of Education, 402 U.S. 1 (1971) 8, 12

Sweatt v. Painter, 339 U.S. 629 (1950) 5

U.S. v. Paradise, 480 U.S. 149 (1987) 4, 5

United Steelworkers, etc. v. Weber, 443 U.S. 193 (1979) 12

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AMICUS BRIEF OF THE STATE OF TENNESSEE IN SUPPORT OF UNITED STATES

INTEREST OF AMICUS STATE

The State of Tennessee, its Governor, the Tennessee Board of Regents, the University of Tennessee, and the Tennessee Higher Education Commission, as defendants in the higher education desegregation case now styled

Geier v. McWherter, have definite and substantial interest in the outcome of this case. One basis of the petitions for certiorari by the United States and by petitioners Ayers, et al., is that the Fifth Circuit's ruling in this case is in conflict with the law of the Sixth Circuit as set forth in *Geier v. University of Tennessee,* 597 F.2d 1056 (6th Cir. 1979) and *Geier v. Alexander,* 801 F.2d 799 (6th Cir. 1986). The decision in this case will have direct effect on the Tennessee desegregation litigation in *Geier.*

Tennessee can provide assistance to this Court in this case because of Tennessee's experience in *Geier* over the last twenty-three years.

STATEMENT OF THE CASE

The amicus state adopts the statement of the case as presented by the United States in its petition for certiorari.

SUMMARY OF ARGUMENT

The duty of a state which formerly operated a segregated system of higher education in violation of the Fourteenth Amendment to the United States Constitution is to cease the discrimination and to eliminate the present effects of that past discrimination. The scope of a state's remedial duty in this context is determined by the scope of the state's constitutional violation.

No set rules are applicable to every situation. However, a system of higher education has fulfilled its constitutional duty when:

- all facilities are equal,
- program duplication has been eliminated at formerly white and black institutions in the same geographical area,
- admission requirements do not perpetuate substandard academic quality at formerly black institutions,
- governing boards are integrated,
- affirmative action in hiring and promotion decisions have produced results and promise to continue to do so.

ARGUMENT

I. THE SCOPE OF THE DUTY UNDER THE FOURTEENTH AMENDMENT TO THE UNITED STATES CONSTITUTION OF A STATE WHICH OPERATED A DE JURE SEGREGATED SYSTEM OF HIGHER EDUCATION INCLUDES ELIMINATING THE PRESENT EFFECTS OF PAST SEGREGATION.

It is the position of the amicus state that the duty of a state which formerly operated a de jure segregated system of higher education is not solely controlled by either *Green v. County School Board*, 391 U.S. 430 (1968) or *Bazemore v. Friday*, 478 U.S. 385 (1986). Rather, the duty of a state which operated a segregated system of higher education in violation of the Fourteenth Amendment is controlled by *Louisiana v. United States*, 380 U.S. 145 (1965).

The duty of a court to fashion remedies in race discrimination cases brought under the Fourteenth Amendment was stated in *Louisiana v. United States*, 380 U.S. at 154. In this voting rights case, this Court stated that "the [district] court has not merely the power but the duty to render a decree which will so far as possible eliminate the discriminatory effects of the past as well as bar like discrimination in the future." This aspect of the decision has been applied in a variety of other Fourteenth Amendment race discrimination cases.

In the context of desegregation of public elementary and secondary education, this Court relied upon *Louisiana* in *Green v. County School Board*, 391 U.S. at 438. In *Green*, the Court noted *Louisiana* and held that *Brown v. Board of Education*, 349 U.S. 294 (1955) (*Brown II*), commanded that "state-compelled dual systems were . . . clearly charged with the affirmative duty to take whatever steps might be necessary to convert to a unitary system in which racial discrimination would be eliminated root and branch." *Green*, 391 U.S. at 438. *Green* held that a "freedom of choice" plan for students was not an end in itself but rather a means to a constitutionally required end of segregation and its effects. Where a "freedom of choice" plan did not produce the desired effects, something more was required. *Id.*, 391 U.S. at 439.

This Court also relied upon *Louisiana* in *U.S. v. Paradise*, 480 U.S. 149, 183 (1987) for the proposition that a district court has the duty to render a decree which will eliminate the discriminatory effects of the past. *Paradise* was a race discrimination in employment case brought under the Fourteenth Amendment. In *Paradise*, this Court upheld a court-ordered race-conscious affirmative action

plan designed to redress past race discrimination in hiring and promotion by the Alabama Department of Public Safety. In fact, this Court stated: "The government unquestionably has a compelling interest in remedying past and present discrimination by a state actor." *Id.* at 167.

In the landmark case of *Brown v. Board of Education*, 347 U.S. 483, 495 (1954) (*Brown I*) this Court concluded that "in the field of public education the doctrine of 'separate but equal' has no place. Separate educational facilities are inherently unequal." This Court concluded that segregated education deprived black students of equal protection of the laws guaranteed by the Fourteenth Amendment. This Court in *Brown I* referred generally to "public education" and no one can seriously dispute that this doctrine applies with equal force to public post-secondary education.[1]

In *Brown II*, 349 U.S. at 301, this Court noted that school systems must "effectuate a transition to a racially nondiscriminatory school system." In this context, the Court mentioned the physical condition of school plants, the school transportation system, personnel, and a system of determining admission to public schools on a nonracial basis. *Id.*

---

[1] In *Brown I* this Court discussed several prior cases dealing with segregation in higher education. Specifically it was noted that in *Sweatt v. Painter*, 339 U.S. 629 (1950), the question whether *Plessy v. Ferguson*, 163 U.S. 537 (1896) should be held inapplicable to public education was expressly reserved.

It would be illogical and contrary to all precedent to say that this same duty does not apply to race discrimination in public higher education. A state which in the past operated a de jure system of higher education has a duty under the Fourteenth Amendment to eliminate the present effects of that past discrimination.

In *Geier v. Alexander*, 801 F.2d 799 (6th Cir. 1986) the Sixth Circuit upheld a pre-professional program for black undergraduate students. The Court distinguished *Bazemore* based on the greater value of advanced education as compared with high school clubs. This reasoning of the Sixth Circuit was criticized by the Fifth Circuit in *Ayers v. Allain*, 914 F.2d 676 (5th Cir. 1990).

It is true that states have great interest in the education of their citizens. *See Brown I*. However, the source of the duty to remedy present effects of past de jure segregation does not rest on the relative merits of elementary and secondary education compared with post-secondary education. The source of the duty is the Fourteenth Amendment as interpreted in *Louisiana* and the compelling interest of the state in remedying past and present discrimination by a state actor.

This Court's decision in *Bazemore* is not inconsistent with this line of cases. In *Bazemore*, this Court held in a Title VII claim that the state was required to remedy present racially discriminatory salaries resulting from past race discrimination. *Bazemore*, 478 U.S. at 397. With regard to 4-H and Extension Homemaker Clubs for high school students, the Fourth Circuit had found that there was no evidence that anyone was denied membership or services or provided inferior services because of their

race. *Bazemore v. Friday*, 751 F.2d 662 (4th Cir. 1984). This Court noted that there was no current violation of the Fourteenth Amendment since prior discriminatory practices had been discontinued and a neutral admissions policy adopted. *Bazemore*, 478 U.S. at 408. In essence, all discrimination and its effects caused by the *state* had been remedied. There was no proof of racially-biased services or admission requirements.

Bazemore is factually distinguishable from formerly de jure segregated state systems of higher education. In higher education, the "disease" of de jure segregation can be much more widespread and include inferior facilities, segregated faculties, program duplication, and differing student admission requirements. None of these factors were present in *Bazemore*. For these reasons, it is the suggestion of the amicus state that it is the duty of a state which operated a de jure system of higher education in violation of the Fourteenth Amendment to cease the discrimination and to remedy the present effects of the past discriminatory actions.

II. THE SCOPE OF A STATE'S REMEDIAL DUTY IS DETERMINED BY THE SCOPE OF THE STATE'S CONSTITUTIONAL VIOLATION.

It is the position of the amicus state that the duty to remedy the present effects of past illegal discrimination is satisfied when the state has placed in compliance with the Fourteenth Amendment the aspects of the system under the state's control. While a determination of compliance will depend on the facts of each case, general guidelines can and should be drawn by this Court.

The state or other body which originally imposed de jure segregation has the affirmative obligation to remedy the effects of that discrimination. Judicial authority enters only when the state or local authority defaults. It is well-established with equity cases that the nature of the violation determines the scope of the judicial remedy. *Swann v. Charlotte-Mecklenburg Board of Education*, 402 U.S. 1, 16 (1971). This principle is tied in part "to the necessity of establishing that school authorities have in some manner caused unconstitutional segregation, for 'absent a constitutional violation there would be no basis for judicially ordering [a remedy].' " *Pasadena City Board of Education v. Spangler*, 427 U.S. 424, 434 (1976) *citing Swann*, 402 U.S. at 28. Thus the scope of the remedy must be determined by looking at the nature of the original constitutional violation by the state.

Various courts have noted the differences between elementary and secondary education on the one hand and higher education on the other. *See Geier v. University of Tennessee*, 597 F.2d 1056, 1065 (6th Cir. 1979), *cert. denied*, 444 U.S. 886 (1979); *Alabama State Teachers Association v. Alabama Public School and College Authority*, 289 F.Supp. 784 (M.D. Ala. 1968), *aff'd per curiam*, 393 U.S. 400 (1969).

> One is free and compulsory and pupils are assigned to particular schools. The other is purely elective, requires the payment of tuition and fees, and permits students to choose a particular school for a variety of reasons. Most elementary and secondary schools are roughly equal in curriculum and facilities whereas individual colleges and universities vary greatly in their offerings and emphasis.

Geier v. University of Tennessee, 597 F.2d at 1065. Generally, faculty members in higher education institutions cannot be reassigned to a different institution. Furthermore, higher education operates on a statewide or regional basis rather than on a local basis. Higher education programs vary from institution to institution and are not uniform.

These differences, however, do *not* result in a lesser duty to remedy the present effects of past discrimination. Rather, these distinctions mean that different remedies must be utilized. *Geier v. Alexander*, 801 F.2d at 802. Bodies responsible for public higher education do generally have control over the quality of the facilities, the mission statements of each institution, the programs and degrees offered by each institution, student entrance requirements, and funding. Affirmative action can be utilized by each institution in recruiting and hiring faculty and staff and in student recruitment.

Perhaps the most vivid example of the effectiveness of court-ordered desegregation remedies in the context of higher education can be found in Tennessee. In Tennessee, the present effects of past de jure segregation have been eliminated to a large extent.

Like elementary and secondary education in many states, post-secondary education in Tennessee, Mississippi and elsewhere was once racially segregated by law. In Tennessee, the sole institution for higher learning operated by the state for African-Americans was Tennessee State University (hereinafter "T.S.U.") (formerly Tennessee Agricultural and Industrial State University). *Sanders v. Ellington*, 288 F.Supp. 937, 940 (M.D. Tenn. 1968). The

state statute creating T.S.U. stated that its purpose was " . . . to train negro students in agriculture, home economics, trades and industry, and to prepare teachers for the elementary and high schools for negroes in the state." *Geier v. Blanton*, 427 F.Supp. 644, 645 n. 2 (M.D. Tenn. 1977) *citing* Tenn. Code Ann. §49-3206. Compulsory racial segregation in all Tennessee institutions of higher learning was first mandated by Article II, §12 of the Tennessee Constitution of 1870. In 1901 Tennessee became the first state to enact criminal statutes requiring racial segregation in all public and private colleges. *Geier v. University of Tennessee*, 597 F.2d at 1058 n. 1. As the district court noted in 1968:

> Prior to the Supreme Court decision in *Brown v. Board of Education* in 1954 the public educational system in Tennessee operated under one-half of the decision of the Supreme court in *Plessy v. Ferguson* of 1896 . . . The races were certainly kept separate in the schools; but I would assume that no one would argue in good faith that the schools were equal.

Sanders v. Ellington, 288 F.Supp. at 939.

Desegregation of Tennessee higher education has been under the Court's jurisdiction since 1968 – twenty-three years. This litigation resulted in an order to merge Tennessee State University, the formerly black school in Nashville, with University of Tennessee Nashville – a predominantly white school about five miles from T.S.U. *Geier v. Blanton*, 427 F.Supp. 644 (M.D. Tenn. 1977), *aff'd Geier v. University of Tennessee*. This was permissible, according to the Sixth Circuit, because the defendants had failed to dismantle the state-wide dual system, the

"heart" of which was an all black T.S.U. *Geier v. University of Tennessee*, 597 F.2d at 1067.

In 1984 all the parties to the litigation with the exception of the United States entered a "Stipulation of Settlement" which was approved by the Court. The Stipulation is reported in *Geier v. Alexander*, 593 F.Supp. 1263, 1267 (M.D. Tenn. 1984), *aff'd* 801 F.2d 799 (6th Cir. 1986). This Stipulation addresses student recruitment and retention, open admissions to two-year institutions, changes in admission and retention requirements for four-year schools and racially identifiable institutional image. In the area of employment, the Stipulation requires that other race employment goals be set for each institution and that a variety of programs be implemented to train, recruit, and employ other race faculty and administrators. The Stipulation also addresses Tennessee State University and the two other four-year institutions in Middle Tennessee. It provides for improvement in the facilities at T.S.U., elimination of program duplication, and enhancement of program offerings at T.S.U.

Significant effort has been made by the State of Tennessee under this stipulation and the results have been dramatic. By fall, 1990 nearly $39,000,000 had been appropriated to fund an ambitious master plan to improve the facilities at T.S.U. An additional $9,000,000 was recommended for fiscal year 1991 to fund other desegregation activities under the Stipulation. (1991 Desegregation Progress Report, Table 17, Reproduced as Appendix A). Almost all formerly white colleges and universities employed black faculty and administrators roughly in proportion to their availability. More than half of the

formerly white schools had met their goals in black student enrollment. (1990 Desegregation Progress Report, Table 1, Reproduced as Appendix B). The entire 1990 Desegregation Progress Report has been filed with this Court for its consideration.

In hearing this case, this Court should consider not only defining the duty of public higher education to desegregate but also when that duty has been satisfied. Under this Court's recent decision in *Board of Education of Oklahoma City Public Schools v. Dowell*, 111 S.Ct. 630, 638 (1991), a court's jurisdiction over a desegregation case can be ended when there has been good faith compliance with the desegregation decree and when the vestiges of past discrimination have been eliminated to the extent practicable. Judicial tutelage for the indefinite future is not required.

Although no set rules applicable to every situation can be made, the amicus state urges that the parameters of the legal duty to desegregate be defined.

1. The state need only remedy the present effects of past *state* imposed segregation.

2. There is no constitutional right to a particular degree of racial balancing or mixing. *Pasadena*, 427 U.S. at 434; *Swann*, 402 U.S. at 24.

3. Affirmative action and race-conscious remedies cannot be used to maintain any particular racial balance. *United Steelworkers, etc. v. Weber*, 443 U.S. 193, 208 (1979); *Johnson v. Transportation Agency, Santa Clara County, CA*, 480 U.S. 616, 630 (1987).

4. A system of higher education may be declared unitary and a desegregation case dismissed when:

- all facilities are equal,
- program duplication has been eliminated at formerly white and black institutions in the same geographical area,
- admission requirements do not perpetuate substandard academic quality at formerly black institutions,
- governing boards are integrated,
- affirmative action in hiring and promotion decisions have produced results and promise to continue to do so.

The position of the amicus state is that a state's duty to desegregate higher education should be determined by the scope of the state's violation. The parameters of that duty under the Fourteenth Amendment and when that duty has been met would help guide state higher education systems and the court.

CONCLUSION

Based on the foregoing authorities and analysis, the amicus state urges this Court to reverse the decision of the United States Court of Appeals for the Fifth Circuit and hold that a state has a duty under the Fourteenth Amendment to remedy the present effects of past segregation in higher education. The amicus state also urges

this Court to give general guidelines for states and courts as to how this duty might be satisfied.

Respectfully submitted,

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APPENDIX A

1A

1990

DESEGREGATION PROGRESS REPORT

Prepared by

THE TENNESSEE HIGHER EDUCATION COMMISSION

THE UNIVERSITY OF TENNESSEE

THE TENNESSEE BOARD OF REGENTS

for the

DESEGREGATION MONITORING COMMITTEE

MAY 3, 1991

[43A]

TABLE 17

COMPARISON OF COMMISSION RECOMMENDATIONS FOR DESEGREGATION ACTIVITIES BY INSTITUTION, FY 88 THROUGH FY 92

	FY 88	FY 89	FY 90	FY 91	FY 92
APSU	$110,000	$113,000	$116,000	$119,000	$125,000
ETSU	196,000	249,000	453,000	457,000	510,000
MSU	572,000	666,000	687,000	709,000	848,000
MTSU	353,000	368,000	383,000	399,000	420,000
TSU	605,000	617,000	1,207,000	1,261,000	1,469,000
TTU	160,000	149,000	153,000	158,000	164,000
SUBTOTAL TBR UNIVERSITIES	$1,996,000	$2,162,000	$2,999,000	$3,103,000	$3,536,000
CSTCC	$71,000	$74,000	$77,000	$80,000	$84,000
CLSCC	15,000	15,000	15,000	26,000	28,000
COSCC	39,000	36,000	37,000	38,000	39,000
DSCC	25,000	24,000	27,000	26,000	27,000
JSCC	52,000	54,000	56,000	58,000	60,000
MSCC	17,000	17,000	18,000	30,000	32,000
RSCC	15,000	15,000	15,000	15,000	25,000
SSCC	42,000	43,000	44,000	46,000	47,000
VSCC	21,000	21,000	21,000	21,000	25,000
WSCC	17,000	17,000	17,000	28,000	30,000
SUBTOTAL COMM. COLLEGES	$314,000	$316,000	$325,000	$368,000	$397,000
NSTCC					$25,000
NSTI					25,000
PSTCC					25,000
STIM					25,000
					$100,000
SUBTOTAL TECH INST & COMM. COLLEGES					$497,000
TN BOARD OF REGENTS ADMN.	$230,000	$230,000	$230,000	$230,000	$230,000
SUBTOTAL TN BOARD OF REGENTS	$2,540,000	$2,708,000	$3,554,000	$3,701,000	$4,263,000

MBW:gm

[44A]

TABLE 17

COMPARISON OF COMMISSION RECOMMENDATIONS FOR DESEGRATION ACTIVITIES BY INSTITUTION, FY 88 THROUGH FY 92

	FY88	FY 89	FY 90	FY 91	FY 92
UTC	$237,000	$244,000	$252,000	$263,000	$274,000
UTK	676,000	685,000	713,000	743,000	807,000
UTM	184,000	190,000	195,000	202,000	209,000
SUBTOTAL	$1,097,000	$1,119,000	$1,160,000	$1,208,000	$1,290,000
UTMphs	$438,000	$472,000	$834,000	$837,000	$793,000
UTSI	79,000	68,000	69,000	69,000	70,000
UT Agriculture	44,000	44,000	44,000	37,000	37,000
UT Vet. Med.	45,000	46,000	68,000	70,000	91,000
UT IPS, CTAS, MTAS	0	0	0	9,000	9,000
SUBTOTAL	$606,000	$630,000	$1,015,000	$1,022,000	$1,000,000
UT ADMIN	$ -	$ -	$ -	$ -	$ -
SUBTOTAL UT	$1,703,000	$1,749,000	$2,175,000	$2,230,000	$2,290,000
MED/DEN/PHARM COND GRANT PROGRAM	$746,000	$871,000	$ *	$ *	$ *
TOTAL	$4,989,000	$5,328,000	$5,729,000	$5,931,000	$6,553,000

In addition to the amounts shown above: (1) For FY87, $5,225,000 was recommended for capital projects at TSU. For FY88, $746,000 was recommended for Campus Outside Improvements at TSU, $137,000 was recommended for Outside Lighting Installation at TSU. For FY89, $15.0 million was recommended for TSU capital outlay projects. For FY 90, $22.0 million was recommended for TSU capital outlay projects, and for FY 91, an additional $24.5 million is recommended. For FY 92, the Commission has recommended funding for TSU capital outlay projects totaling $24.2 million. (2) For FY86, an increase of $2 million was recommended for TSAC funding and that amount addresses some of the concerns raised in *Geier* provision IIG.

* The program was expanded to include pharmacy in FY 88. In FY 90, at ETSU and UTMphs, the Black Conditional Grant Program became a Black Tennessean Scholarship Program. The original program will remain in effect at Meharry, $310,000, and Vanderbilt, $20,000, for FY 91 and 92.

Note: The Regional Minority Teacher Education Program is recommended for third-year funding elsewhere for $250,000.

APPENDIX B

[1A]

TABLE I

FALL 1988 THROUGH FALL 1990 HEADCOUNT ENROLLMENT AND EMPLOYMENT IN TENNESSEE PUBLIC INSTITUTIONS AND ENROLLMENT AND EMPLOYMENT OBJECTIVES

INSTITUTIONS	STUDENT LEVELS & EMPLOYEES	FALL 1988 TOTAL ENROLL.	BLACK	WHITE	OTHER	% BLACK
TBR UNIVERSITIES						
APSU	Undergraduates	4,775	770	3,774	231	16.13%
	Graduates	393	31	351	11	7.89%
	Total	5,168	801	4,125	242	15.50%
	Administrators	28	3	25	0	10.71%
	Faculty	200	13	178	9	6.50%
	Professionals	78	6	72	0	7.69%
ETSU	Undergraduates	9,218	228	8,554	436	2.47%
	Graduates	1,536	44	1,363	129	2.86%
	Total	10,754	272	9,917	565	2.53%
	Administrators	59	4	55	0	6.78%
	Faculty	429	12	404	13	2.80%
	Professionals	105	4	101	0	3.81%
ETSU MED.	Medicine	229	24	188	17	10.48%
	Administrators	10	1	8	1	10.00%
	Faculty	135	2	121	12	1.48%
	Professionals	65	1	63	1	1.54%
MSU	Undergraduates	16,179	3,004	12,841	334	18.57%
	Graduates	3,682	423	3,045	214	11.49%
	Law	409	31	372	6	7.58%
	Total	20,270	3,458	16,258	554	17.06%
	Administrators	125	13	111	1	10.40%
	Faculty	752	42	667	43	5.59%
	Professionals	317	38	272	7	11.99%
MTSU	Undergraduates	11,850	1,042	10,568	240	8.79%
	Graduates	1,315	69	1,202	44	5.25%
	Total	13,165	1,111	11,770	284	8.44%
	Administrators	52	3	48	1	5.77%
	Faculty	489	34	437	18	6.95%
	Professionals	79	8	71	0	10.13%

FALL 1989

INSTITUTIONS	STUDENT LEVELS & EMPLOYEES	TOTAL ENROLL.	BLACK	WHITE	OTHER	% BLACK
TBR UNIVERSITIES						
APSU	Undergraduates	5,891	1,066	4,462	363	18.10%
	Graduates	401	29	361	11	7.21%
	Total	6,292	1,095	4,823	374	17.40%
	Administrators	29	4	25	0	13.79%
	Faculty	210	17	185	8	8.10%
	Professionals	86	7	79	0	8.14%
ETSU	Undergraduates	9,643	276	8,916	451	2.86%
	Graduates	1,542	32	1,374	136	2.08%
	Total	11,185	308	10,290	587	2.75%
	Administrators	63	5	58	0	7.94%
	Faculty	436	14	410	12	3.21%
	Professionals	110	9	101	0	8.18%
ETSU MED.	Medicine	226	24	186	16	10.62%
	Administrators	10	2	8	0	20.00%
	Faculty	125	2	113	10	1.60%
	Professionals	58	1	57	0	1.72%
MSU	Undergraduates	16,312	3,064	12,932	316	18.78%
	Graduates	3,862	397	3,204	261	10.28%
	Law	439	30	405	4	6.83%
	Total	20,613	3,491	16,541	581	16.94%
	Administrators	125	18	106	1	14.40%
	Faculty	770	43	673	54	5.58%
	Professionals	351	47	295	9	13.39%
MTSU	Undergraduates	12,744	1,170	11,301	273	9.18%
	Graduates	1,392	81	1,257	54	5.82%
	Total	14,136	1,251	12,558	327	8.85%
	Administrators	49	5	43	1	10.20%
	Faculty	515	34	459	22	6.60%
	Professionals	107	10	97	0	9.35%

INSTITUTIONS	STUDENT LEVELS & EMPLOYEES	FALL 1990 TOTAL ENROLL.	BLACK	WHITE	OTHER	% BLACK	OBJECT. 1990-91 %OTHER RACE	LONG-RNGE OBJECT. %OTHER RACE (SEE ****)
TBR UNIVERSITIES								
APSU	Undergraduates	5,971	1,077	4,616	278	18.04%	17.00	17.00
	Graduates	376	26	345	5	6.91%	6.03	8.42
	Total	6,347	1,103	4,961	283	17.38%		
	Administrators	27	3	24	0	11.11%	9.70	
	Faculty	222	17	195	10	7.66%	5.30	
	Professionals	85	12	73	0	14.12%	11.60	
ETSU	Undergraduates	9,761	307	8,993	461	3.15%	3.35	4.00
	Graduates	1,597	37	1,409	151	2.32%	3.10	3.10
	Total	11,358	344	10,402	612	3.03%		
	Administrators	58	3	55	0	5.17%	4.80	
	Faculty	441	13	416	12	2.95%	3.00	
	Professionals	119	10	109	0	8.40%	6.30	
ETSU MED.	Medicine	236	29	194	13	12.29%	8.10	8.10
	Administrators	8	2	6	0	25.00%	15.00	
	Faculty	90	3	80	7	3.33%	2.90	
	Professionals	60	1	58	1	1.67%	6.30	
MSU	Undergraduates	16,209	3,263	12,627	319	20.13%	30.15	40.40
	Graduates	4,049	475	3,297	277	11.73%	20.60	26.56
	Law	430	28	400	2	6.51%	9.00	9.60
	Total	20,688	3,766	16,324	598	18.20%		
	Administrators	118	16	100	2	13.56%	15.90	
	Faculty	775	45	678	52	5.81%	5.00	
	Professionals	360	47	304	9	13.06%	12.70	
MTSU	Undergraduates	13,428	1,250	11,866	312	9.31%	9.61	11.50
	Graduates	1,437	70	1,299	68	4.87%	7.50	9.00
	Total	14,865	1,320	13,165	380	8.88%		
	Administrators	51	8	42	1	15.69%	11.10	
	Faculty	556	40	488	28	7.19%	6.90	
	Professionals	119	14	105	0	11.76%	7.10	

[2A]

TABLE I

FALL 1988 THROUGH FALL 1990 HEADCOUNT ENROLLMENT AND EMPLOYMENT IN TENNESSEE PUBLIC INSTITUTIONS AND ENROLLMENT AND EMPLOYMENT OBJECTIVES

		FALL 1988				
INSTITUTIONS	STUDENT LEVELS & EMPLOYEES	TOTAL ENROLL.	BLACK	WHITE	OTHER	% BLACK
TSU***	Undergraduates	6,440	4,354	1,851	235	67.61%
	Graduates	913	262	607	44	28.70%
	Total	7,353	4,616	2,458	279	62.78%
	Administrators	34	25	8	1	73.53%
	Faculty	328	158	136	34	48.17%
	Professionals	123	98	24	1	79.67%
TTU	Undergraduates	7,001	223	6,629	149	3.19%
	Graduates	900	34	761	105	3.78%
	Total	7,901	257	7,390	254	3.25%
	Administrators	70	4	63	3	5.71%
	Faculty	330	15	282	33	4.55%
	Professionals	124	13	108	3	10.48%
TOTAL TBR UNIV. (WITH TSU)	Undergraduates	55,463	9,621	44,217	1,625	17.35%
	Graduates	8,739	863	7,329	547	9.88%
	Law	409	31	372	6	7.58%
	Medicine	229	24	188	17	10.48%
	Total	64,840	10,539	52,106	2,195	16.25%
	Administrators	378	53	318	7	14.02%
	Faculty	2,663	276	2,225	162	10.36%
	Professionals	891	168	711	12	18.86%
TOTAL TBR UNIV. (W/O TSU)	Undergraduates	49,023	5,267	42,366	1,390	10.74%
	Graduates	7,826	601	6,722	503	7.68%
	Law	409	31	372	6	7.58%
	Medicine	229	24	188	17	10.48%
	Total	57,487	5,923	49,648	1,916	10.30%
	Administrators	344	28	310	6	8.14%
	Faculty	2,335	118	2,089	128	5.05%
	Professionals	768	70	687	11	9.11%

FALL 1989

INSTITUTIONS	STUDENT LEVELS & EMPLOYEES	TOTAL ENROLL.	BLACK	WHITE	OTHER	% BLACK
TSU***	Undergraduates	6,442	4,427	1,802	213	68.72%
	Graduates	920	258	606	56	28.04%
	Total	7,362	4,685	2,408	269	63.64%
	Administrators	36	23	13	0	63.89%
	Faculty	333	168	139	26	50.45%
	Professionals	119	94	24	1	78.99%
TTU	Undergraduates	6,859	216	6,479	164	3.15%
	Graduates	1,204	37	1,065	102	3.07%
	Total	8,063	253	7,544	266	3.14%
	Administrators	73	5	66	2	6.85%
	Faculty	344	16	305	23	4.65%
	Professionals	119	13	104	2	10.92%
TOTAL TBR	Undergraduates	57,891	10,219	45,892	1,780	17.65%
UNIV.	Graduates	9,321	834	7,867	620	8.95%
(WITH TSU)	Law	439	30	405	4	6.83%
	Medicine	226	24	186	16	10.62%
	Total	67,877	11,107	54,350	2,420	16.36%
	Administrators	385	62	319	4	16.10%
	Faculty	2,733	294	2,284	155	10.76%
	Professionals	950	181	757	12	19.05%
TOTAL TBR	Undergraduates	51,449	5,792	44,090	1,567	11.26%
UNIV.	Graduates	8,401	576	7,261	564	6.86%
(W/O TSU)	Law	439	30	405	4	6.83%
	Medicine	226	24	186	16	10.62%
	Total	60,515	6,422	51,942	2,151	10.61%
	Administrators	349	39	306	4	11.17%
	Faculty	2,400	126	2,145	129	5.25%
	Professionals	831	87	733	11	10.47%

INSTITUTIONS	STUDENT LEVELS & EMPLOYEES	FALL 1990 TOTAL ENROLL.	BLACK	WHITE	OTHER	% BLACK	OBJECT. 1990-91 %OTHER RACE	LONG-RNGE OBJECT. %OTHER RACE (SEE ****)
TSU***	Undergraduates	6,347	4,277	1,880	190	67.39%	45.00	61.30*
	Graduates	1,046	311	669	66	29.73%	71.44	76.79
	Total	7,393	4,588	2,549	256	62.06%		
	Administrators	35	22	13	0	62.86%	50.80	
	Faculty	337	167	146	24	49.55%	51.00	
	Professionals	111	90	21	0	81.08%	39.00	
TTU	Undergraduates	7,150	246	6,734	170	3.44%	6.00	6.80*
	Graduates	984	32	841	111	3.25%	2.55	3.00
	Total	8,134	278	7,575	281	3.42%		
	Administrators	66	6	58	2	9.09%	7.80	
	Faculty	342	16	303	23	4.68%	3.70	
	Professionals	123	13	107	3	10.57%	13.20	
TOTAL TBR UNIV. (WITH TSU)	Undergraduates	58,866	10,420	46,716	1,730	17.70%		
	Graduates	9,489	951	7,860	678	10.02%		
	Law	430	28	400	2	6.51%		
	Medicine	236	29	194	13	12.29%		
	Total	69,021	11,428	55,170	2,423	16.56%		
	Administrators	363	60	298	5	16.53%		
	Faculty	2,763	301	2,306	156	10.89%		
	Professionals	977	187	777	13	19.14%		
TOTAL TBR UNIV. (W/O TSU)	Undergraduates	52,519	6,143	44,836	1,540	11.70%		
	Graduates	8,443	640	7,191	612	7.58%		
	Law	430	28	400	2	6.51%		
	Medicine	236	29	194	13	12.29%		
	Total	61,628	6,840	52,621	2,167	11.10%		
	Administrators	328	38	285	5	11.59%		
	Faculty	2,426	134	2,160	132	5.52%		
	Professionals	866	97	756	13	11.20%		

[3A]

TABLE I

FALL 1988 THROUGH FALL 1990 HEADCOUNT ENROLLMENT AND EMPLOYMENT IN TENNESSEE PUBLIC INSTITUTIONS AND ENROLLMENT AND EMPLOYMENT OBJECTIVES

INSTITUTIONS	STUDENT LEVELS & EMPLOYEES	FALL 1988 TOTAL ENROLL.	BLACK	WHITE	OTHER	% BLACK
TBR COMMUNITY COLLEGES						
CSTCC	Undergraduates	6,391	699	5,606	86	10.94%
	Administrators	8	1	7	0	12.50%
	Faculty	151	21	129	1	13.91%
	Professionals	50	5	45	0	10.00%
CLSCC	Undergraduates	2,977	150	2,780	47	5.04%
	Administrators	15	2	13	0	13.33%
	Faculty	67	4	61	2	5.97%
	Professionals	18	4	13	1	22.22%
COSCC	Undergraduates	2,667	218	2,421	28	8.17%
	Administrators	11	2	9	0	18.18%
	Faculty	66	7	58	1	10.61%
	Professionals	21	1	18	2	4.76%
DSCC	Undergraduates	1,742	209	1,519	14	12.00%
	Administrators	9	1	8	0	11.11%
	Faculty	43	7	36	0	16.28%
	Professionals	16	1	15	0	6.25%
JSCC	Undergraduates	2,774	355	2,410	9	12.80%
	Administrators	11	1	10	0	9.09%
	Faculty	74	7	67	0	9.46%
	Professionals	10	2	8	0	20.00%
MSCC	Undergraduates	2,392	129	2,241	22	5.39%
	Administrators	19	2	17	0	10.53%
	Faculty	50	3	47	0	6.00%
	Professionals	5	2	3	0	40.00%
RSCC	Undergraduates	3,853	108	3,706	39	2.80%
	Administrators	6	1	5	0	16.67%
	Faculty	88	2	86	0	2.27%
	Professionals	34	5	29	0	14.71%

FALL 1989

INSTITUTIONS	STUDENT LEVELS & EMPLOYEES	TOTAL ENROLL.	BLACK	WHITE	OTHER	% BLACK
TBR COMMUNITY COLLEGES						
CSTCC	Undergraduates	7,412	829	6,470	113	11.18%
	Administrators	7	1	6	0	14.29%
	Faculty	136	22	113	1	16.18%
	Professionals	55	6	49	0	10.91%
CLSCC	Undergraduates	3,098	169	2,894	35	5.46%
	Administrators	23	2	21	0	8.70%
	Faculty	65	5	57	3	7.69%
	Professionals	21	4	16	1	19.05%
COSCC	Undergraduates	3,053	219	2,794	40	7.17%
	Administrators	12	3	9	0	25.00%
	Faculty	71	9	60	2	12.68%
	Professionals	24	2	21	1	8.33%
DSCC	Undergraduates	1,851	220	1,607	24	11.89%
	Administrators	11	2	9	0	18.18%
	Faculty	44	6	38	0	13.64%
	Professionals	16	3	13	0	18.75%
JSCC	Undergraduates	3,010	400	2,592	18	13.29%
	Administrators	12	3	9	0	25.00%
	Faculty	74	7	67	0	9.46%
	Professionals	10	1	9	0	10.00%
MSCC	Undergraduates	2,544	147	2,363	34	5.78%
	Administrators	19	2	17	0	10.53%
	Faculty	54	3	51	0	5.56%
	Professionals	12	2	10	0	16.67%
RSCC	Undergraduates	4,319	127	4,156	36	2.94%
	Administrators	6	1	5	0	16.67%
	Faculty	107	7	99	1	6.54%
	Professionals	39	5	34	0	12.82%

INSTITUTIONS	STUDENT LEVELS & EMPLOYEES	FALL 1990 TOTAL ENROLL.	BLACK	WHITE	OTHER	% BLACK	OBJECT. 1990-91 %OTHER RACE	LONG-RNGE OBJECT. %OTHER RACE (SEE ****)
TBR COMMUNITY COLLEGES								
CSTCC	Undergraduates	7,793	843	6,832	118	10.82%	14.00	15.30*
	Administrators	7	1	6	0	14.29%	11.10	
	Faculty	139	21	117	1	15.11%	16.00	
	Professionals	56	6	50	0	10.71%	8.00	
CLSCC	Undergraduates	3,315	148	3,128	39	4.46%	4.40	5.50*
	Administrators	22	2	20	0	9.09%	6.70	
	Faculty	72	6	64	2	8.33%	5.00	
	Professionals	20	4	15	1	20.00%	16.70	
COSCC	Undergraduates	3,402	222	3,133	47	6.53%	5.60	5.60*
	Administrators	11	3	8	0	27.27%	20.00	
	Faculty	79	10	66	3	12.66%	16.90	
	Professionals	22	2	19	1	9.09%	13.50	
DSCC	Undergraduates	1,993	239	1,733	21	11.99%	14.90	14.90*
	Administrators	11	2	9	0	18.18%	20.00	
	Faculty	45	4	41	0	8.89%	15.60	
	Professionals	19	5	14	0	26.32%	20.00	
JSCC	Undergraduates	3,252	443	2,784	25	13.62%	16.75	21.00*
	Administrators	14	2	12	0	14.29%	14.30	
	Faculty	77	8	69	0	10.39%	10.30	
	Professionals	13	3	10	0	23.08%	23.80	
MSCC	Undergraduates	2,767	153	2,580	34	5.53%	5.40	5.40*
	Administrators	18	2	16	0	11.11%	8.70	
	Faculty	50	4	54	0	6.90%	5.50	
	Professionals	11	1	10	0	9.09%	15.40	
RSCC	Undergraduates	4,928	141	4,734	53	2.86%	3.80	4.20*
	Administrators	5	1	4	0	20.00%	11.70	
	Faculty	120	8	111	1	6.67%	6.50	
	Professionals	44	5	39	0	11.36%	10.30	

[4A]

TABLE I

FALL 1988 THROUGH FALL 1990 HEADCOUNT ENROLLMENT AND EMPLOYMENT IN TENNESSEE PUBLIC INSTITUTIONS AND ENROLLMENT AND EMPLOYMENT OBJECTIVES

		FALL 1988				
INSTITUTIONS	STUDENT LEVELS & EMPLOYEES	TOTAL ENROLL.	BLACK	WHITE	OTHER	% BLACK
SSCC	Undergraduates	3,822	2,161	1,615	46	56.54%
	Administrators	25	15	10	0	60.00%
	Faculty	112	38	70	4	33.93%
	Professionals	21	8	13	0	38.10%
VSCC	Undergraduates	3,474	169	3,236	69	4.86%
	Administrators	9	2	7	0	22.22%
	Faculty	82	13	69	0	15.85%
	Professionals	19	3	16	0	15.79%
WSCC	Undergraduates	3,513	95	3,373	45	2.70%
	Administrators	9	1	8	0	11.11%
	Faculty	83	7	73	3	8.43%
	Professionals	35	5	28	2	14.29%
TOTAL TBR COMMUNITY COLLEGES (WITH SSCC)	Undergraduates	33,605	4,293	28,907	405	12.77%
	Administrators	122	28	94	0	22.95%
	Faculty	816	109	696	11	13.36%
	Professionals	229	36	188	5	15.72%
TOTAL TBR COMMUNITY COLLEGES (W/O SSCC)	Undergraduates	29,783	2,132	27,292	359	7.16%
	Administrators	97	13	84	0	13.40%
	Faculty	704	71	626	7	10.09%
	Professionals	208	28	175	5	13.46%
TBR SYSTEM STAFF	Administrators	19	3	16	0	15.79%
	Professionals	19	6	12	1	31.58%

FALL 1989

INSTITUTIONS	STUDENT LEVELS & EMPLOYEES	TOTAL ENROLL.	BLACK	WHITE	OTHER	% BLACK
SSCC	Undergraduates	4,216	2,399	1,713	104	56.90%
	Administrators	27	15	12	0	55.56%
	Faculty	112	34	74	4	30.36%
	Professionals	28	14	13	1	50.00%
VSCC	Undergraduates	3,670	194	3,412	64	5.29%
	Administrators	8	2	6	0	25.00%
	Faculty	87	13	74	0	14.94%
	Professionals	20	4	16	0	20.00%
WSCC	Undergraduates	4,220	150	4,026	44	3.55%
	Administrators	9	1	8	0	11.11%
	Faculty	88	8	78	2	9.09%
	Professionals	35	4	30	1	11.43%
TOTAL TBR COMMUNITY COLLEGES (WITH SSCC)	Undergraduates	37,393	4,854	32,027	512	12.98%
	Administrators	134	32	102	0	23.88%
	Faculty	838	114	711	13	13.60%
	Professionals	260	45	211	4	17.31%
TOTAL TBR COMMUNITY COLLEGES (W/O SSCC)	Undergraduates	33,177	2,455	30,314	408	7.40%
	Administrators	107	17	90	0	15.89%
	Faculty	726	80	637	9	11.02%
	Professionals	232	31	198	3	13.36%
TBR SYSTEM STAFF	Administrators	21	3	18	0	14.29%
	Professionals	21	5	15	1	23.81%

INSTITUTIONS	STUDENT LEVELS & EMPLOYEES	FALL 1990 TOTAL ENROLL.	BLACK	WHITE	OTHER	% BLACK	OBJECT. 1990-91 %OTHER RACE	LONG-RNGE OBJECT. %OTHER RACE (SEE ****)
SSCC	Undergraduates	4,763	2,599	2,053	111	54.57%	49.50	59.30*
	Administrators	27	13	14	0	48.15%	56.40	
	Faculty	104	31	68	5	29.81%	65.10	
	Professionals	28	18	9	1	64.29%	58.50	
VSCC	Undergraduates	4,160	236	3869	55	5.67%	6.40	9.10*
	Administrators	8	2	6	0	25.00%	18.20	
	Faculty	91	14	77	0	15.38%	15.80	
	Professionals	23	5	18	0	21.74%	25.00	
WSCC	Undergraduates	4,567	138	4,382	47	3.02%	2.80	2.90*
	Administrators	8	1	7	0	12.50%	9.00	
	Faculty	96	10	84	2	10.42%	9.20	
	Professionals	36	4	31	1	11.11%	10.80	
TOTAL TBR COMMUNITY COLLEGES (WITH SSCC)	Undergraduates	40,940	5,162	35,228	550	12.61%		
	Administrators	131	29	102	0	22.14%		
	Faculty	881	116	751	14	13.17%		
	Professionals	272	53	215	4	19.49%		
TOTAL TBR COMMUNITY COLLEGES (W/O SSCC)	Undergraduates	36,177	2,563	33,175	439	7.08%		
	Administrators	104	16	88	0	15.38%		
	Faculty	777	85	683	9	10.94%		
	Professionals	244	35	206	3	14.34%		
TBR SYSTEM STAFF	Administrators	20	4	16	0	20.00%	13.30	
	Professionals	21	6	13	2	28.57%	28.50	

[5A]

TABLE I

FALL 1988 THROUGH FALL 1990 HEADCOUNT ENROLLMENT AND EMPLOYMENT IN TENNESSEE PUBLIC INSTITUTIONS AND ENROLLMENT AND EMPLOYMENT OBJECTIVES

INSTITUTIONS	STUDENT LEVELS & EMPLOYEES	FALL 1988 TOTAL ENROLL.	BLACK	WHITE	OTHER	% BLACK
UNIVERSITY OF TENNESSEE						
UTC	Undergraduates	6,199	689	5,295	215	11.11%
	Graduates	1,327	81	1,192	54	6.10%
	Total	7,526	770	6,487	269	10.23%
	Administrators	114	11	101	2	9.65%
	Faculty	284	18	256	10	6.34%
	Professionals	101	16	82	3	15.84%
UTK**	Undergraduates	18,770	863	17,479	428	4.60%
	Graduates	5,158	268	4,460	430	5.20%
	Law	462	36	420	6	7.79%
	Vet. Medicine	178	2	176	0	1.12%
	Total	24,568	1,169	22,535	864	4.76%
	Administrators	324	25	297	2	7.72%
	Faculty	1,482	50	1,345	87	3.37%
	Professionals	788	41	688	59	5.20%
UTM	Undergraduates	4,367	598	3,645	124	13.69%
	Graduates	286	11	269	6	3.85%
	Total	4,653	609	3,914	130	13.09%
	Administrators	64	3	61	0	4.69%
	Faculty	234	4	216	14	1.71%
	Professionals	58	7	50	1	12.07%
UTMHSC	Undergraduates	326	34	286	6	10.43%
	Graduates	244	25	180	39	10.25%
	Dentistry	318	15	285	18	4.72%
	Medicine	608	28	539	41	4.61%
	Pharmacy	276	12	255	9	4.35%
	Total	1,772	114	1,545	113	6.43%
	Administrators	142	7	131	4	4.93%
	Faculty	756	36	670	50	4.76%
	Professionals	1,343	118	1,139	86	8.79%

FALL 1989

INSTITUTIONS	STUDENT LEVELS & EMPLOYEES	TOTAL ENROLL.	BLACK	WHITE	OTHER	% BLACK
UNIVERSITY OF TENNESSEE						
UTC	Undergraduates	6,595	672	5,688	235	10.19%
	Graduates	969	53	875	41	5.47%
	Total	7,564	725	6,563	276	9.58%
	Administrators	114	10	102	2	8.77%
	Faculty	282	17	254	11	6.03%
	Professionals	98	15	82	1	15.31%
UTK**	Undergraduates	19,068	900	17,709	459	4.72%
	Graduates	5,794	313	4,984	497	5.40%
	Law	479	39	438	2	8.14%
	Vet. Medicine	171	4	165	2	2.14%
	Total	25,512	1,256	23,296	960	4.92%
	Administrators	335	27	306	2	8.06%
	Faculty	1,411	56	1,271	84	3.97%
	Professionals	797	46	682	69	5.77%
UTM	Undergraduates	4,716	630	3,951	135	13.36%
	Graduates	392	26	358	8	6.63%
	Total	5,108	656	4,309	143	12.84%
	Administrators	60	3	57	0	5.00%
	Faculty	238	6	221	11	2.52%
	Professionals	59	10	48	1	16.95%
UTMHSC	Undergraduates	315	43	263	9	13.65%
	Graduates	245	19	179	47	7.76%
	Dentistry	307	12	276	19	3.91%
	Medicine	599	44	508	47	7.35%
	Pharmacy	281	16	255	10	5.69%
	Total	1,747	134	1,481	132	7.67%
	Administrators	132	5	123	4	3.79%
	Faculty	772	41	687	44	5.31%
	Professionals	1,376	127	1,146	103	9.23%

INSTITUTIONS	STUDENT LEVELS & EMPLOYEES	FALL 1990 TOTAL ENROLL.	BLACK	WHITE	OTHER	% BLACK	OBJECT. 1990-91 %OTHER RACE	LONG-RNGE OBJECT. %OTHER RACE (SEE ****)
UNIVERSITY OF TENNESSEE								
UTC	Undergraduates	6,698	677	5,774	247	10.11%	15.00	16.80
	Graduates	1,027	65	909	53	6.33%	10.80	15.80
	Total	7,725	742	6,683	300	9.61%		
	Administrators	112	9	102	1	8.04%	9.30	
	Faculty	285	18	255	12	6.32%	7.30	
	Professionals	71	15	55	1	21.13%	15.20	
UTK**	Undergraduates	19,537	997	18,035	505	5.10%	7.50	10.50
	Graduates	5,882	302	5,038	542	5.13%	5.10	6.00
	Law	471	36	431	4	7.64%	7.40	7.40
	Vet. Medicine	165	6	155	4	3.64%	4.30	8.70
	Total	26,055	1,341	23,659	1,055	5.15%		
	Administrators	312	27	285	0	8.65%	6.70	
	Faculty	1,166	49	1,053	64	4.20%	4.20	
	Professionals	480	35	431	14	7.29%	6.50	
UTM	Undergraduates	5,050	747	4,173	130	14.79%	17.00	18.40
	Graduates	313	23	285	5	7.35%	9.50	14.70
	Total	5,363	770	4,458	135	14.36%		
	Administrators	61	4	57	0	6.56%	5.10	
	Faculty	238	9	216	13	3.78%	1.60	
	Professionals	55	8	46	1	14.55%	9.50	
UTMHSC	Undergraduates	341	45	288	8	13.20%	11.20	14.20
	Graduates	264	26	177	61	9.85%	8.10	10.80
	Dentistry	301	17	260	24	5.65%	5.90	8.80
	Medicine	591	52	496	43	8.80%	5.30	8.90
	Pharmacy	288	25	255	8	8.68%	7.00	8.40
	Total	1,785	165	1,476	144	9.24%		
	Administrators	131	6	121	4	4.58%	7.00	
	Faculty	591	26	520	45	4.40%	3.50	
	Professionals	534	81	404	49	15.17%	11.90	

[6A]

TABLE I

FALL 1988 THROUGH FALL 1990 HEADCOUNT ENROLLMENT AND EMPLOYMENT IN TENNESSEE PUBLIC INSTITUTIONS AND ENROLLMENT AND EMPLOYMENT OBJECTIVES

INSTITUTIONS	STUDENT LEVELS & EMPLOYEES	FALL 1988 TOTAL ENROLL.	BLACK	WHITE	OTHER	% BLACK
UTMCK	Administrators	102	2	100	0	1.96%
	Faculty	111	1	99	11	0.90%
	Professionals	1,276	18	1,235	23	1.41%
INSTIT. OF AGRIC.	Administrators	47	2	45	0	4.26%
	Faculty	269	3	263	3	1.12%
	Professionals	553	24	519	10	4.34%
UT-WIDE ADMIN.	Administrators	95	3	92	0	3.16%
	Professionals	174	10	164	0	5.75%
TOTAL UT	Undergraduates	29,662	2,184	26,705	773	7.36%
	Graduates	7,015	385	6,101	529	5.49%
	Law	462	36	420	6	7.79%
	Dentistry	318	15	285	18	4.72%
	Medicine	608	28	539	41	4.61%
	Pharmacy	276	12	255	9	4.35%
	Vet. Medicine	178	2	176	0	1.12%
	Total	38,519	2,662	34,481	1,376	6.91%
	Administrators	888	53	827	8	5.97%
	Faculty	3,136	112	2,849	175	3.57%
	Professionals	4,293	234	3,877	182	5.45%
THEC STAFF	Administrators	12	2	10	0	16.67%
	Professionals	5	0	5	0	0.00%
GRAND TOTAL (WITH TSU & SSCC)	Undergraduates	118,730	16,098	99,829	2,803	13.56%
	Graduates	15,754	1,248	13,430	1,076	7.92%
	Law	871	67	792	12	7.69%
	Dentistry	318	15	285	18	4.72%
	Medicine	837	52	727	58	6.21%
	Pharmacy	276	12	255	9	4.35%
	Vet. Medicine	178	2	176	0	1.12%
	Total	136,964	17,494	115,494	3,976	12.77%
	Administrators	1,419	139	1,265	15	9.80%
	Faculty	6,615	497	5,770	348	7.51%
	Professionals	5,437	444	4,793	200	8.17%

FALL 1989

INSTITUTIONS	STUDENT LEVELS & EMPLOYEES	TOTAL ENROLL.	BLACK	WHITE	OTHER	% BLACK
UTMCK	Administrators	109	2	107	0	1.83%
	Faculty	115	1	104	10	0.87%
	Professionals	1,359	27	1,306	26	1.99%
INSTIT. OF AGRIC.	Administrators	47	2	45	0	4.26%
	Faculty	263	4	256	3	1.52%
	Professionals	565	26	528	11	4.60%
UT-WIDE ADMIN.	Administrators	98	4	94	0	4.08%
	Professionals	160	10	150	0	6.25%
TOTAL UT	Undergraduates	30,694	2,245	27,611	838	7.31%
	Graduates	7,400	411	6,396	593	5.55%
	Law	479	39	438	2	8.14%
	Dentistry	307	12	276	19	3.91%
	Medicine	599	44	508	47	7.35%
	Pharmacy	281	16	255	10	5.69%
	Vet. Medicine	171	4	165	2	2.34%
	Total	39,931	2,771	35,649	1,511	6.94%
	Administrators	895	53	834	8	5.92%
	Faculty	3,081	125	2,793	163	4.06%
	Professionals	4,414	261	3,942	211	5.91%
THEC STAFF	Administrators	12	2	10	0	16.67%
	Professionals	8	2	6	0	25.00%
GRAND TOTAL (WITH TSU & SSCC)	Undergraduates	125,978	17,318	105,530	3,130	13.75%
	Graduates	16,721	1,245	14,263	1,213	7.45%
	Law	918	69	843	6	7.52%
	Dentistry	307	12	276	19	3.91%
	Medicine	825	68	694	63	8.24%
	Pharmacy	281	16	255	10	5.69%
	Vet. Medicine	171	4	165	2	2.34%
	Total	145,201	18,732	122,026	4,443	12.90%
	Administrators	1,447	152	1,283	12	10.50%
	Faculty	6,652	533	5,788	331	8.01%
	Professionals	5,653	494	4,931	228	8.74%

INSTITUTIONS	STUDENT LEVELS & EMPLOYEES	FALL 1990 TOTAL ENROLL.	BLACK	WHITE	OTHER	% BLACK	OBJECT. 1990-91 %OTHER RACE	LONG-RNGE OBJECT. %OTHER RACE (SEE ****)
UTMCK	Administrators	114	2	112	0	1.75%	2.50	
	Faculty	87	1	76	10	1.15%	4.30	
	Professionals	1,204	25	1,153	26	2.08%	6.60	
INSTIT. OF AGRIC.	Administrators	44	1	43	0	2.27%	5.00	
	Faculty	268	3	263	2	1.12%	3.40	
	Professionals	541	24	509	8	4.44%	7.40	
UT-WIDE ADMIN.	Administrators	94	5	89	0	5.32%	6.40	
	Professionals	157	11	146	0	7.01%	5.30	
TOTAL UT	Undergraduates	31,626	2,466	28,270	890	7.80%		
	Graduates	7,486	416	6,409	661	5.56%		
	Law	471	36	431	4	7.64%		
	Dentistry	301	17	260	24	5.65%		
	Medicine	591	52	496	43	8.80%		
	Pharmacy	288	25	255	8	8.68%		
	Vet. Medicine	165	6	155	4	3.64%		
	Total	40,928	3,018	36,276	1,634	7.37%		
	Administrators	868	54	809	5	6.22%		
	Faculty	2,635	106	2,383	146	4.02%		
	Professionals	3,042	199	2,744	99	6.54%		
THEC STAFF	Administrators	11	2	9	0	18.18%	15.80	
	Professionals	8	2	6	0	25.00%	15.80	
GRAND TOTAL (WITH TSU & SSCC)	Undergraduates	131,432	18,048	110,214	3,170	13.73%		
	Graduates	16,975	1,367	14,269	1,339	8.05%		
	Law	901	64	831	6	7.10%		
	Dentistry	301	17	260	24	5.65%		
	Medicine	827	81	690	56	9.79%		
	Pharmacy	288	25	255	8	8.68%		
	Vet. Medicine	165	6	155	4	3.64%		
	Total	150,889	19,608	126,674	4,607	12.99%		
	Administrators	1,393	149	1,234	10	10.70%		
	Faculty	6,279	523	5,440	316	8.33%		
	Professionals	4,320	447	3,755	118	10.35%		

[7A]
TABLE I

FALL 1988 THROUGH FALL 1990 HEADCOUNT ENROLLMENT AND EMPLOYMENT IN TENNESSEE PUBLIC INSTITUTIONS AND ENROLLMENT AND EMPLOYMENT OBJECTIVES

		FALL 1988				
INSTITUTIONS	STUDENT LEVELS & EMPLOYEES	TOTAL ENROLL.	BLACK	WHITE	OTHER	% BLACK
GRAND TOTAL (W/O TSU & SSCC)	Undergraduates	108,468	9,583	96,363	2,522	8.83%
	Graduates	14,841	986	12,823	1,032	6.64%
	Law	871	67	792	12	7.69%
	Dentistry	318	15	285	18	4.72%
	Medicine	837	52	727	58	6.21%
	Pharmacy	276	12	255	9	4.35%
	Vet. Medicine	178	2	176	0	1.12%
	Total	125,789	10,717	111,421	3,651	8.52%
	Administrators	1,360	99	1,247	14	7.28%
	Faculty	6,175	301	5,564	310	4.87%
	Professionals	5,293	338	4,756	199	6.39%

FALL 1989

INSTITUTIONS	STUDENT LEVELS & EMPLOYEES	TOTAL ENROLL.	BLACK	WHITE	OTHER	% BLACK
GRAND TOTAL (W/O TSU & SSCC)	Undergraduates	115,320	10,492	102,015	2,813	9.10%
	Graduates	15,801	987	13,657	1,157	6.25%
	Law	918	69	843	6	7.52%
	Dentistry	307	12	276	19	3.91%
	Medicine	825	68	694	63	8.24%
	Pharmacy	281	16	255	10	5.69%
	Vet. Medicine	171	4	165	2	2.34%
	Total	133,623	11,648	117,905	4,070	8.72%
	Administrators	1,384	114	1,258	12	8.24%
	Faculty	6,207	331	5,575	301	5.33%
	Professionals	5,506	386	4,894	226	7.01%

INSTITUTIONS	STUDENT LEVELS & EMPLOYEES	FALL 1990 TOTAL ENROLL.	BLACK	WHITE	OTHER	% BLACK
GRAND TOTAL (W/O TSU & SSCC)	Undergraduates	120,322	11,172	106,281	2,869	9.29%
	Graduates	15,929	1,056	13,600	1,273	6.63%
	Law	901	64	831	6	7.10%
	Dentistry	301	17	260	24	5.65%
	Medicine	827	81	690	56	9.79%
	Pharmacy	288	25	255	8	8.68%
	Vet. Medicine	165	6	155	4	3.64%
	Total	138,733	12,421	122,072	4,240	8.95%
	Administrators	1,331	114	1,207	10	8.56%
	Faculty	5,838	325	5,226	287	5.57%
	Professionals	4,181	339	3,725	117	8.11%

NOTE: Employment date for Tennessee Board of Regents institutions are based upon October revised budgets. UT data as of October 1, 1990. Unrestricted full-time employment data have been included for 1990. For UT fall 1988 and 1989 data included all employees.

* Refinement based upon 1986 projections. If met, college-going desparity will have been addressed.

** Includes UTSI.

*** Beginning fall 1987 at TSU, reclassification of some positions was made from administrators to professional.

**** Other race here means black for all institutions except TSU and SSCC. For TSU and SSCC it means white.